

MEMORANDUM OF UNDERSTANDING
between the
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) 925
Representing Transportation Employees
and the
BELLEVUE SCHOOL DISTRICT

The following language replacement for Article 3.1 regarding Driver-Trainers is based on the October 2, 2026 Transportation Employees and SEIU 925 request to eliminate guaranteed work hours for Driver Trainers. The revised definition of Driver-Trainer removes guaranteed hours as a contractual obligation.

3.1 Definitions of Employees

Employees: For the purpose of this Agreement "employees" shall mean all bus drivers represented by the Union.

Hourly Employees: Employees who are assigned on an hourly basis to a regular daily work schedule.

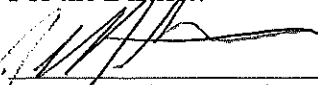
Bus Drivers: Employees who are assigned regularly to transport students to and from school, and to and from school-related functions, utilizing District buses.

Relief Drivers: Relief drivers work a minimum assignment of thirty (30) hours per week during the school year. Routes are assigned by seniority if more than one (1) route is available, and the driver(s) are not currently assigned a route. Relief drivers should expect to have flexibility in their daily assignments. If route time is less than six (6) hours on a given day, the employee will be assigned to detail work to complete six (6) hours. The employee may voluntarily request to be released from that day's work if they are not needed. This time will not be considered as an absence.

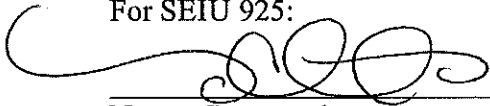
Driver-Trainers: Driver-Trainers will be assigned to training and related activities beyond their bid assignments at the discretion of management.

Date: 10/15/26

For the District:


Jeffrey J. Thomas Ed. D.
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For SEIU 925:


Nancy Gatewood
Organizer SEIU 925